

Y-12 modernizes with the turtle concept

You may have heard two new facilities in Y-12's modernization phase being compared to fighting turtles and wondered what was meant by the comparison.

In an interview with *Knoxville News Sentinel* journalist Frank Munger, Y-12 President and General Manager Dennis Ruddy explained the two-turtle concept and nickname.

These new facilities will be of hard-shell formation to meet the top priority in the Y-12 modernization program—increasing security.

"It's just the concept of fighting turtles because they can hunker down and protect themselves," Ruddy said. "They'll be as hard as anything you can imagine."

Many security-related issues were considered when the buildings were

designed as part of Y-12's modernization and footprint downsizing. As Y-12 employees know, most of the Complex's buildings date back to the Manhattan Project.

One facility, already under construction, is slated for completion in 2007. At first glance, the second turtle-like facility, known as the Uranium Processing Facility, will be virtually identical to the first facility.

As Ruddy noted, the concept is to replicate the building to save design and analysis costs, thus substantially decreasing the cost of the second building.

Though the UPF is in an earlier phase, the plan is solid. And, regardless of our nuclear defense needs, this modernization proposal makes sense.



Y-12 President and General Manager Dennis Ruddy describes the two new facilities being built to help modernize Y-12 and downsize its footprint as "fighting turtles." These facilities will be constructed over the next few years and will provide Y-12 with top-notch storage and processing capabilities.

As Ruddy noted, "It's ... the right thing to do from a safety and security standpoint."

With those factors in mind, these turtles' shells will be difficult to crack indeed.

Finance Chili Beans win Chilly Chili Cook-off



Y-12 bean counters showed they know more about beans than counting when they were awarded first place at the Chilly Chili Cook-off held Jan. 22, as part of the United Way Campaign. Finance Chili Beans Susan Spangler, Larry Wiker, Tina Pippin, Stella and Doyle Bayless, John Strader and Glenn Kizer cooked the winning chili.

The judges, Frank Murphy, Oldies 95.7/106.7; Willie Golden, Oak Ridge City Councilman; Bob Bardorf, The Soup Kitchen; Paul Parsons, *Oak Ridge Observer*; Larry Lewis, Battalion Chief, Oak Ridge Fire Department and Joseph Clanton, NHC Homecare, taste-tested more than 30 different types of chili to determine the winners. Les Reed, Manufacturing deputy division manager, stepped in as a judge when Chief Lewis was called to an emergency.

Second place was awarded to Front Office Chili (Dennis and Donna Ruddy and Nancy and Dave Johnson); the Y-12 Engineering

Chili Bandidos (Deninson Barreira, Chris Seay, Jenny Oldham, Jim Miller and Mike Ritter) won third place.

The People's Choice chili was prepared by Les Chefs Critical Chili Cookers: Glenn Goebel, David Blakey, Fred Crowner, Wen Thomas, David Mosby, Julie McIntuff, David Campbell and Asa Kelley.

The event, attended by residents from surrounding counties (including Knox County Mayor Mike Ragsdale), raised almost \$5,000 for the 2005 campaign.

Look for the chili recipes in the addition to *Katy's Kitchen: Y-12 Secret Recipes* that will be on sale later this year.



The Finance Chili Beans from left, Larry Wiker, Doyle and Stella Bayless, Tina Pippin, Glenn Kizer and Susan Spangler join Dennis Ruddy to accept the first-place ribbon.

Denny's desk



There is not a person at the Y-12 site who is not a communicator. Some of us are very good at it and some of us not so good at it. How well you communicate can have a positive or negative effect on an organization and the organization's mission and goals.

Good communication requires a communication plan. Even if you cannot put your plan to paper, at least think about the message you are trying to get across and how you want to effect that message, and your expected outcome. At least, think it through because you do want your message to be clear and understood.

I take being an effective communicator very seriously. Other than the many face-to-face meetings and encounters that are part

of my normal work day, I also conduct various meetings that go up and down as well as across the organization. These meetings include round table meetings, manager's meetings and supervisor meetings. Regardless of the meeting forum, my expectation is that there be effective communication and that every employee feel informed. A well-informed organization is a successful organization.

While we have always had systems in place to voice and document concerns, issues and accolades, the No More Surprises Program has become a complex-wide example of good communication within an organization. Over the last year, the No More Surprises System has generated more than 6,000 items for review and discussion. This system continues to be enhanced to ensure timely response for both oral and written follow-up.

Our successes this past year have hinged on how well we have communicated within the organization and with our customer. We have a lot of things to be proud of because we have made some significant accomplishments. There is still a lot to be done and together, with effective communication, we will continue to be held up as "the plant to be like." In order to maintain this characteristic, continue to identify issues and problems and effectively communicate them.

New records facility is out of sight



Y-12 records are now stored in the new off-site Records Storage Facility.

Y-12's new records facility is not only out of sight—it's off site. The records now have a new home in a 30,000 square-foot facility BWXT Y-12 is leasing from Scientific and Technical Resources of Oak Ridge.

This building is the first of the alternate financed buildings Y-12 is obtaining.

Rep. Zach Wamp joined Oak Ridge Mayor David Bradshaw, Nat Revis, owner of Scientific and Technical Resources; Bill Brumley, National Nuclear Security Administration Y-12 Site Office manager and Dennis Ruddy, Y-12 president and general manager, at the ribbon-cutting ceremony for the new Y-12 Off-Site Records Storage Facility.

In his remarks, Wamp stated that Y-12 is modernizing by "taking down buildings and building state-of-the-art facilities to take their place." The new records facility is one such building and allows for storage and preservation of records that date back to the early days of Y-12.

"Y-12 is on a move and is looking to the future with very specialized records-keeping," Wamp said. During a tour of the facility, Wamp said that Y-12 records employees face the same preservation challenges as the Library of Congress.

The facility has multiple areas with specialized humidity and temperature controls. The "cold" storage room is kept at 35 F to preserve the film and X-ray media. The room that houses frequently used records is automated for ease and safety.

"We already have people coming here to benchmark it," Ruddy told the crowd. "Storing records supports our mission."

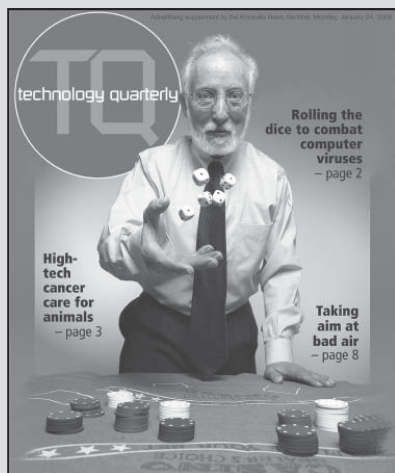
This "exciting time" is another step in the road to modernization, Brumley said.

Betty Robinette of the Information and Materials division said, "We're just excited" to have a new home for Y-12 records—including records about the original design of Y-12. Robinette and about 10 other I&M employees work in the new facility.



From left: Nat Revis, owner of Scientific and Technical Resources; Rep. Zach Wamp; Dennis Ruddy, Y-12 president and general manager and Bill Brumley, NNSA Y-12 Site Office manager cut the ribbon at the opening of the new records facility.

Y-12 technologies highlighted



Marty Beckerman of Applied Technologies explained the Virus Propagation Analysis Tool in the latest "Technology Quarterly" supplement to the *Knoxville News Sentinel*.

Other Y-12 technologies highlighted include the large-chamber scanning electron microscope, high-speed machining and microwave technologies.

Weapons work makes Y-12 valuable

"We protect the largest concentration of (enriched) uranium in the world," Ruddy said proudly. "That means that we possess certain capabilities in terms of detection, protection and the like."

Y-12 gained international attention last year with its participation in the project that removed Libya's weapons of mass destruction. Some of that country's uranium stocks and uranium-enrichment equipment were brought to Oak Ridge for storage and detailed analysis.

Paul Longworth, deputy administrator of the National Nuclear Security Administration, visited Oak Ridge in mid-December, and he continued to sing Y-12's praises for its work to disarm Libya. The plant is important in support of nonproliferation efforts worldwide, Longworth said.

"The same capability that Y-12 used during the Cold War and uses today to process uranium has great application to detecting clandestine programs, detecting compliance with (treaties) and building systems that can ensure facilities are safeguarded so that a compliant country won't divert its nuclear material to a clandestine program," the federal official said.

—Condensed from the *Knoxville News Sentinel*, Jan. 12, 2005

Y-12's Vikings

You may have seen some familiar faces on 10 News' *Live at Five* recently. Check out the video at <http://www.wbir.com/LiveatFive/laf.aspx?storyid=22854>.

Y-12 engineers Preston Cloud, Brad Stinson, Ryan Williams and their friend Matt Osborne got a chance to express their design and construction capabilities—along with their creativity.

The engineers, known for the day as the "Knoxville Knorsemens," participated in *Southern Exposure 4 Cardboard Sled Race*, a benefit for the Helen Ross McNabb Center, a regional, not-for-profit provider of mental health care services. Forty-five teams raced their creative cardboard sleds at Ober Gatlinburg.

The men dressed for the part: Stinson wore a traditional Viking helmet, Osborne sported a Stegosaurus Mohawk version and Cloud donned a black wig underneath oversized moose antlers. Williams was ill on race day.

"This was our first sled, but we have learned from a few mistakes and are already working on next year's design. We've even modeled one candidate in a CAD package," says Stinson.

Habitat house dedicated

"God has blessed me, and I'm going to bless somebody else," said Margo Burum, who soon will be moving into a Habitat for Humanity house in Oak Ridge.

The house, located on Wakeman Lane, is the 35th house constructed by Habitat for Humanity of Anderson County. Key support for the construction of the Burum family's new home came from house sponsor BWXT Y-12, Methodist Medical Center employees, members of the Ecumenical Committee of Churches and Broadway Electrical.

Construction carpenters were John Caton and Don Reid.

HFHAC Executive Director Susan Burgess Parrish said the five-bedroom, two-story home is the largest house Habitat has ever built.

"Houses don't just get wished into place," said Parrish, who acknowledged all the help from professionals and volunteers that went into the construction of the new home.

The Habitat representative reminded the standing-room-only crowd in attendance that the local organization was displaced from its offices on Dec. 31, after an arsonist set fire to the First Christian Church in Oak Ridge. Nevertheless, Row was able to present the Burums with a Bible that was untouched by the flames of the New Year's Eve blaze that destroyed the church building.

And, for her part, Margo Burum tearfully and profusely thanked everyone for their support in helping her provide a new home for her family. —Condensed from *The Oak Ridger*, Jan. 21, 2005

THE Y-12 COMPLEX SAFEGUARDING THE Y-12 NATIONAL SECURITY COMPLEX

SAFEGUARDS & SECURITY SENTINEL

FEBRUARY 2005

New requirements for uncleared people entering Y-12

Uncleared subcontractors, employees from other U.S. Department of Energy sites and visitors needing access to Y-12 must now provide acceptable proof of U.S. citizenship before entry will be approved.

The second part of the new requirement is the application of tamper-indicating devices to badges. Uncleared employees and nonemployees who hold a DOE/National Nuclear Security Administration photo badge must have a TID affixed to the badge.

These activities will be performed at the Y-12 Visitors' Center at 104 Union Valley Road.

Uncleared employees of BWXT Y-12, Wackenhut Services Inc. and the Y-12 Site Office with photo badges do not have to provide proof of citizenship since this was appropriately done when they were hired. These individuals simply present their badges to have the TID applied. Specifically, the following people must provide citizenship documentation:

- visitors,
- uncleared subcontractors of BWXT Y-12, YSO and other NNSA sites and
- uncleared employees from other DOE sites (e.g., UT-Battelle, East Tennessee Technology Park and Oak Ridge Associated Universities).

Uncleared foreign nationals who have been previously approved for Y-12 access must report to the foreign national visits and assignment coordinator at the Y-12 Visitors' Center for document verification and TID application.

Once applied, the TID should not be tampered with or removed by anyone other than Y-12 Personnel Security employees. If removed, the TID is no longer valid and access to the Y-12 site may be impacted.

ACCEPTABLE PROOF OF U.S. CITIZENSHIP

- Birth Certificate (certified copy with raised and/or colored official seal)
- Certificate of Naturalization (Immigration and Naturalization Services form N-550 or N-570)
- Certificate of U.S. Citizenship (INS form N-560 or N-561)
- Report of Birth Abroad of a Citizen of the United States of America (INS form FS-240)
- U.S. passport (active or expired)

Access to the site is defined as entry inside the 229 boundary, or "blue line."

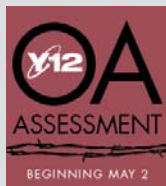
Entry requirements for Y-12 off-site leased facilities remain unchanged. Specific information concerning off-site building access may be obtained by contacting the appropriate building manager or organizational representative.

Visitors' hosts, requesting organizations and subcontract technical representatives are responsible for informing visitors of the requirements for documenting U.S. citizenship before their arrival at Y-12.

Those who hold a Q- or L-clearance badge are not affected by the change, and their badges will not have a TID. Proof of their citizenship was verified during the clearance investigation process.

For a more detailed explanation of this process, see "Citizenship Verification Requirements for Access to the Y-12 National Security Complex," SO-Y-12-05-06, dated Jan. 31, 2005, available at <https://home1.y12.doe.gov/scripts/acm/somenu.cfm>.

OA visit scheduled for spring



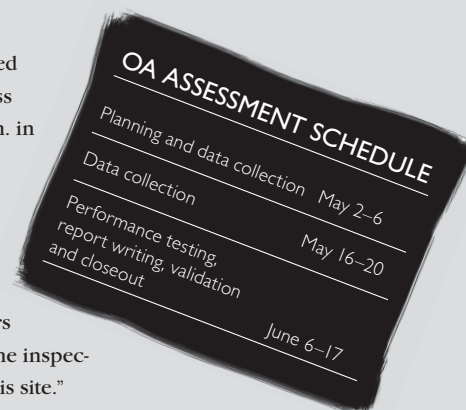
The Office of Independent Oversight and Performance Assurance has scheduled its spring visit to Y-12. The Safeguards and Security division has started in-progress review sessions and will continue sessions each Wednesday beginning at 7:30 a.m. in the large conference room at Guard Headquarters (Building 9710-3).

The Safeguards and Security division manager, Butch Clements, is very proud of Y-12's employees' understanding of handling classified information and materials.

He commented that "Y-12 has made tremendous progress ... and the employees are responsible for our excellent security posture."

Clements notes that many employees will have the opportunity to interface with the OA inspectors in the coming months. When interacting with the inspectors, he advises that employees "make sure the inspectors understand your commitment, as well as that of your fellow employees, to protect the assets at this site."

If you would like to schedule a briefing for your organization, please contact John Woods (woq, 241-3555).



Lessons learned sparks inter-site learning

While performing your job, you decide that you have learned something that might benefit other Y-12 organizations or even other U.S. Department of Energy and National Nuclear Security Administration sites. You submit the information through the lessons learned process (Y15-331) and consider it all part of a day's work.

John Sorbo, Safeguards and Security Assessment program manager, followed that scenario and produced some exciting results ... and a few more days of work.

After rejuvenating a self-assessment program for his division, a discussion occurred at NA-70 with NNSA's Bill Desmond, who suggested that the experiences should be shared as a lesson learned. In a summary of the division's self-assessment program, Sorbo stated that "management expectations ... must be adequately defined, communicated, understood and enforced" with the goal of identifying and reporting issues to management. He also touted the benefits of training provided by the Quality Assurance division to enable employees to perform assessments. He noted that several S&S staff members also completed a lead assessor qualification imparted by QA.

Across the country, Dan Pollo at Lawrence Livermore National Laboratory saw that Y-12 had already addressed some issues that his site was currently facing and began a dialogue with Sorbo.

Noting that his management "really like(d) the idea of an informal self-assessment working group to help facilitate the exchange of ideas and information," Pollo and Sorbo made concrete plans to do just that. Pollo was specifically interested in attending an S&S management assessment workshop taught by Vaughn Hooks and Kathie Hensley of the

Quality Assurance organization.

Pollo and his colleagues, Ray Ancira and Kent Oelrich, did visit Y-12 and participated in the assessments workshop. While here, the group also learned about the Issues Management Prioritization and Review Board, S&S's issues management process (which included the division's issues management board and internal tracking system) and the site's Corrective Action Planning System.

Ancira declared the visit to Y-12 "a major success in terms of allowing us to assess and understand [your] security assessment program. It not only reinforced the importance of methodical assessment principles but allowed us to see how a quality assessment plan benefits an entire DOE facility."

After the visit, Sorbo commented that "it's rewarding to know that the work you've done can benefit your colleagues at other sites. Hopefully, this is the beginning of a mutually beneficial relationship for the organizations at both sites."



Dexter Beard of S&S (left) led a tour for the LLNL visitors (from left): Ray Ancira, Kent Oelrich, Dan Pollo and John Sorbo (S&S).

Securing education

"It just makes sense to use these forums as one cost-effective method to provide for the continuous education of our employees."

Arguably, people are the most important part of any security program. Safeguards and Security has chosen to enhance this component through sponsoring the virtual forums provided

through the American Society for Industrial Security.

As noted on the ASIS Web site, these 90-minute forums are delivered using "state-of-the-art technology to save ... time and money."

By paying the registration fee for these monthly sessions, S&S provides access to the latest information on such topics as assessing workplace threats

of violence, facility security, vulnerability assessment, digital video motion systems and crisis management. In fact, many of these sessions are of interest to disciplines outside security, such as human resources and psychology.

Since S&S began sponsoring these sessions, not only have they hosted employees from different Y-12 divisions but also Oak Ridge National Laboratory, Wackenhut Services Inc.-Oak Ridge and the National Nuclear Security Administration's Y-12 Site Office.

John Woods of S&S notes, "Our hope in presenting these programs is to provide as many opportunities as possible for the professional development of S&S personnel. People

are the driving force behind the successful implementation of a compliant S&S program at Y-12—the better educated the workforce, the better the program. It just makes sense to use these forums as one cost-effective method to provide for the continuous education of our employees."

Dana Jennings Davis of Human Resources attended the ASIS seminar on "Safe Hiring Audit: Implementing and Measuring Due Diligence." She found the seminar to be "interesting" and "a good one."

For more information on the forums, visit the ASIS Web site (<http://www.asisonline.org/education/programs/virtual/virtual.xml>) or contact Kathy Meng (klh; 574-2584).

SECURITY

- Completed a critical decision-0 package for the Security Improvement Project
- Hosted an Independent Project Review
- Supported the Energy Systems Advisory Acquisition Board activities, resulting in an approved CD-0
- Expended major preparation effort for implementation of the new Human Reliability Program to replace the Personnel Security Assurance Program



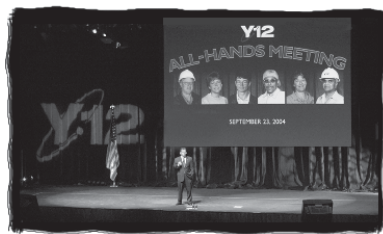
- Implemented iris recognition and keyless entry technologies
- Completed triage actions to provide revised Design Basis Threat implementation required by the National Nuclear Security Administration

PERSONNEL DEVELOPMENT

- Averaged 95 percent in invitation acceptance and 86 percent offer acceptance rate
- Employed 57 summer interns and co-op students
- Hired 50 new college graduates; 36 percent of new college graduates hired were minorities and women
- Enhanced mentoring program
- Achieved all milestones in Restructuring Initiative
- Significantly reduced training deficiencies
- Implemented Site Training Access Requirements—STAR—that limits facility access based on completion of a core set of 10 training courses
- Introduced the Y-12 Fundamentals

COMMUNICATIONS

- Conducted an all-hands meeting for employees



- Hosted Secretary of Energy Spencer Abraham's visit and major media event for the nuclear materials and equipment removed from Libya
- Improved communication with the No More Surprises system
- Improved communication with roundtable sessions with employees and monthly meetings with supervisors and managers
- Increased use of YSource (site's news-driven intranet) 40 percent

MODERNIZATION/INFRASTRUCTURE IMPROVEMENTS

- Accrued private sector financing (alternate financing) totaling more than \$100 million for two new Y-12 buildings
- Completed the Purification Facility and the Off-Site Records Storage Facility
- Demolished 30 buildings (including the former Administration Building) totaling 114,582 square feet



- Completed numerous maintenance projects
- Received approval for Highly Enriched Uranium Materials Facility

SAFETY

- Worked 6,000,000 hours without a lost workday-away injury
- Implemented new review processes and hazard analysis tools as a part of Saltless Direct Oxide Reduction corrective actions
- Held Complex-wide research and development forum for review of common safety issues
- Implemented behavior-based safety—Building Everyone Safe Tomorrows, or BEST
- Continued the Integrated Safety Management System
- Hosted the fourth annual Safety Expo with more than 8,000 attendees



- Achieved improved performance in Conduct of Operations, evidenced by reduced numbers of occurrences and safety basis violations
- Completed major CONOPS improvement initiatives
- DOELAP on-site assessment of Y-12 external dosimetry program resulted in no deficiencies or concerns
- Reopened Bear Creek Road

PRODUCTIVITY/PERFORMANCE

- Completed five Plant Directed Research, Development and Demonstration projects and initiated 27 new PDRD projects, targeting full 2 percent budget allotment
- Hosted the first combined ADAPT and Stockpile Readiness Campaign

04

Review

- Procured new equipment:
 - SIP Jig Boreers
 - Large-chamber scanning electron microscope
 - Four Coordinate Measuring Machines with integrated gloveboxes
 - 2-MeV X-ray machine



- Unveiled the Future Medical Shelter System
- Expanded role in nationwide deployment of Y-12-developed software such as Electronic Questionnaires for Investigation Processing
- Maintained active support of licensing and mentor-protégé activities for the commercialization of microwave metal working technologies
- Supported rapid response to the W87 Life Extension Program requests
- Met or exceeded critical milestones for B61 Alt 357 and W76-1 LEP
- Involved in 37 complementary work projects
- Met all critical-path milestones on the Building 9720-82 project; completed Title II Design one month ahead of schedule
- Completed 2000 kVA Power Supply subproject of the Facilities Capability Assurance Program Refurbish Power System/Distribution System Line-Item Project on schedule and significantly (>\$1.3M) under budget
- Completed installation and initial testing of the high-speed gantry mill
- Involved as major participant in planning and organizing NNSA Future Technologies Conference
- Pursued new funding for highly enriched uranium disposition activities

- Played crucial role in developing plan for additional 5.9 MTU of surplus off-specification high-enriched uranium to DOE/NNSA interagency agreement with the Tennessee Valley Authority
- Won bids for low-enriched uranium proposals developed for Atomic Energy of Canada LTD., Korea Atomic Energy Research Institute and Romania
- Publicized the Jupiter Icy Moons Orbiter program
- Exceeded small business utilization goals
- Went "live" with Contractor Assurance System database
- Conducted Nuclear Weapons Council visit

COMMUNITY INVOLVEMENT

- Organized second annual Day of Volunteering where more than 300 employees and family members supported community projects
- Rotated financial support by providing more significant donations to selected organizations



- Co-sponsored Washington Carver Project that produced videos for Tennessee schools
- Signed Mentor-Protégé agreement with MS Technology Inc.
- Met United Way goal of \$650,000 and had a 30 percent increase in employee participation
- Produced a Y-12 cookbook, *Katy's Kitchen: Y-12 Secret Recipes*, with proceeds going to the United Way
- Donated personal time and funds for charity projects (e.g., built campsites for Great Smoky Mountains National Park)
- Participated in a documentary about Oak Ridge and Y-12 history
- Built Habitat for Humanity houses

- Contributed to the Oak Ridge High School modernization fund

Y-12 IN THE NEWS

- Received shipment of Libyan nuclear weapons materials; event attended by Energy Secretary Spencer Abraham and the White House Press corps, including CNN, CBS, NBC, Fox News, ABC and BBC
- Hosted Lt. Gen. Frank Libutti, Department of Homeland Security for Information Analysis and Infrastructure Protection under secretary
- Welcomed Rep. Zach Wamp at the gantry mill tour, United Way Kick-Off and the ribbon-cutting ceremony of the Off-Site Records Storage Facility
- Conducted a tour of Y-12 for Russian visitors
- Hosted Regional Homeland Security Conference where Major Gen. Jerry D. Humble, Director of the Office of Homeland Security for the state of Tennessee, participated
- Exhibited Y-12 programs at the Tennessee Valley Corridor Summits
- Advertised Y-12 technologies in "Technology Quarterly" of the *Knoxville News Sentinel*
- Participated in a two-part series of Y-12 for WBIR 10 News
- Exhibited the Libyan materials to President George W. Bush





Fundamentals—Live by principles, not just rules

Fourth Fundamental emphasizes accountability

The fourth fundamental, championed by Human Resources division manager Steve Smith, focuses on personal accountability in the workplace.

Every employee is held accountable. Begin work with this thought, “I am responsible.” Challenge yourself and your coworkers to think, question and voice concerns.

The nature of our work at Y-12—national security—places the utmost priority on accountability. Every employee must know the guidelines, think and act responsibly.

Know the guidelines. Be familiar with the standards of conduct outlined in our employee handbook. Review our Ethics Web page (<https://www-internal.y12.doe.gov/ethics>).

Think. Question your actions and processes. Look for things that appear to be out of the ordinary. Think about cause and effect. Look for potential problems. Focus on how to correct the root of every problem.

YOU ARE ACCOUNTABLE

- Know the guidelines.
- Think.
- Act responsibly.
- Commit to honesty.

Act responsibly. Be present. Be safe. Be a top-quality worker. Take pride in your work and your workplace. Disclose mistakes if you make them.

Commit to honesty. Never promise more than you can perform honestly and safely.

Accountability is essential at Y-12 for the safety and well being of yourself, your coworkers, your country and the world. Don't think it's somebody else's job—it's your job!

Fundamental 5—Open Communication

Fundamental 5, “Open communication resolves conflict,” is championed by Asa Kelley, Projects division manager.

From an early age, we're all taught the importance of open, or effective, communication. As children, we're taught the importance of telling the truth. As teens in high school, we're taught the importance of learning to write well.

At Y-12, we are tasked with protecting national security interests and, ultimately, ensuring America's future, so we really have an obligation to communicate effectively.

To ensure success in our daily communications, both the sender and the receiver must assume responsibility for “getting the message right” and ensuring an appropriate response. If either party fails to get the message right, failure occurs and a conflict may result that requires resolution.

It's human to make mistakes. I've made my share. But on the positive side, I take pride in trying not to make the same mistake twice. I also know that by practicing those things that ensure good communication and less conflict, I can feel better at the end of the day about what I've accomplished at work and what I have to look forward to tomorrow.

OPEN COMMUNICATION RESOLVES CONFLICTS

- Plan communication and tailor it to the audience.
- Don't make assumptions about what is known.
- Listen.
- Pay attention to body language.
- Be honest, straightforward and clear.
- Limit communication to only those people who need the message; communicate that message face-to-face if at all possible.
- Provide information essential for completing tasks; avoid providing superfluous information that can lead to confusion and conflict.
- Don't play games or pursue hidden agendas.
- Use a common language.
- Practice good teamwork skills; find common ground when there is conflict.
- Learn from mistakes and strive to communicate more effectively.

If you have questions about the Fundamentals, please contact Dave Alger (zla, 574-8459) or review the Fundamentals Web site at <http://home1.y12.doe.gov/ysource/fundamentals.shtml>.

Bad Signs! Trains? What trains?

Jerry Adderholdt of Facilities, Infrastructure and Services submitted a bad sign that may have had him singing Johnny Cash's "I hear that train a comin'." Adderholdt's submission is posted in the back of the men's change house at 9204-1. The sign reads, "EMERGENCY EXIT ONLY. WATCH FOR TRAINS." At some time, this sign served as a very important reminder to employees, but it is extremely dated now.

If you notice a confusing or outdated sign, forward the location of the sign with a brief description of the wording to Melissa Leinart (6ml; 574-1621). If your example is chosen to appear in a future issue of the *BWXTymes*, you will receive a Y-12 golf umbrella.



WAMP initiative graduates first class

Y-12 employees comprised the first class for the 20-week engineering management training program that is part of the WAMP (Workforce Aging Management Program) initiative.

The program is taught by the New Economy Institute, a conglomeration of some 35 universities and community colleges and seven technology centers located in the Tennessee Valley Corridor. Funding for the program is part of the WAMP initiative, which was the brainchild of Rep. Zach Wamp.

"When we announced this program, I knew it would yield some great things—these graduates are a shining example," said Wamp.

The participants received training that fosters personnel development and strengthens technical leadership. Wamp said the program provides essential retraining, especially in the areas of information, engineering, transportation, construction and industrial technologies, as well as targeting recruitment efforts and technology transfer.

"While Y-12's modernization efforts regarding the creation of physical structures are moving forward, we cannot disregard the need for the knowledge and talent to

operate them," said Wamp. "As the work force that won the Cold War and launched us into space reaches retirement age, this program will help replace these great minds with a trained and capable work force for the future in an almost seamless transition."

After successfully completing their coursework and an examination, students received certification in Engineering Management from the New Economy Institute and the American Society of Engineering Management.

If you would like more information regarding Y-12's participation in the engineering management training program, contact Pam Horning (hzp; 241-5297).



Top: Pam Deathridge (right) of Engineering receives certificate of completion from Rodney Grubb (left) of the American Society of Engineering Management. Bottom: Andy Huff (right) of Engineering receives his certificate.

OPM awards contribution to e-Government initiative



Members of Y-12's Technical Computing organization were recently recognized for their contributions to the e-Government Initiative in support of the U.S. Office of Personnel Management's achievement of a green score on the President's Management Agenda.

Pictured front row, from left to right: Sharon Jacobsen, Technical Computing; Kevin Finney, Applied Technologies director; Kay Bradley, Brad Lyon and Karen Ryan, Technical Computing. Back row, from left to right: Ed McGuire, OPM, Forrest Schwengels, Chad Lankford, Curtis Light and Kent Ogle, Technical Computing, Chris Clark, Applied Technologies and Josh Harness, Technical Computing.

Team members not pictured are Elaine Allen, Frances Butler, Mark Ward, Bianca Begoli, Edmon Begoli and Tom Dice, all from Technical Computing.

Y-12 BEST

Building Everyone Safe Tomorrows

This past summer, Paul Hargreaves of Applied Technologies began experiencing significant wrist pain. "It was growing increasingly intense when I was using the computer keyboard," said the Technical Computing employee. "I really didn't know what to do."

Then Steve King, a fellow AT employee and BEST (Building Everyone Safe Tomorrows) observer, came by Hargreaves' office to ask if he could watch him work for a few minutes. King quickly noted several ergonomic concerns with Hargreaves' work area including workstation setup, computer monitor height and keyboard positioning.

After documenting his findings, King helped Hargreaves get in touch with Lea Foxworth of the Industrial Hygiene

department's ergonomics group. Through the efforts of IH and the excellent support of Bob Ervin, Hargreaves' supervisor at that time, he was able to get a new workstation, computer monitor risers and keyboard tray.

"Several weeks after I began using these new items, I noticed a dramatic lessening of my wrist pain," said Hargreaves. "I was certain it wasn't due to the shots or prescriptions that the orthopedic doctor had given me, because one month after these treatments had begun there was still absolutely no lasting relief."

Hargreaves was convinced that the ergonomic solutions were the difference in his recovery. His former ambivalence toward the behavior-based safety program has been replaced by a strong belief in the value of the BEST observations!

UPCOMING UNITED WAY EVENTS

MARCH
Krispy Kreme doughnut sales

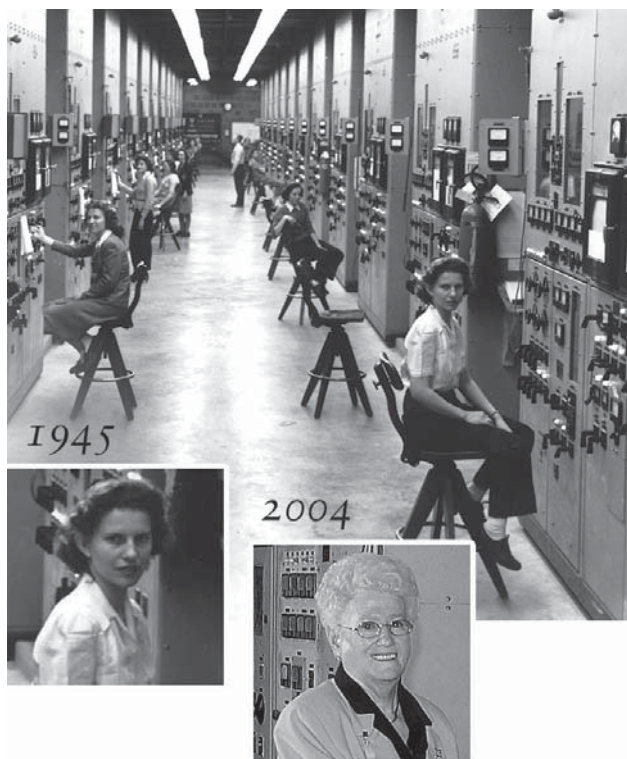
MAY
Huge Y-12 garage sale

JULY
Site-wide bake sale

SEPTEMBER
Miniature golf tournament

Look for more United Way information on YSource and future issues of the *BWXTimes*.

Did you miss out on submitting recipes to last year's edition of *Katy's Kitchen: Y-12 Secret Recipes*? Then submit your recipes now! An addition to the cookbook will be available for purchase later this year with proceeds benefiting United Way. Send recipes to Amy Bush (b7a) or Elaine Warren (vw3); fax 574-2829.



A calutron girl remembers

One of the personal recollections to be included in the documentary "Secret City - The Oak Ridge Story" will be that of Gladys Owens, one of the calutron girls.

Owens worked at Y-12 for eight months in 1945. Late last year, Owens visited the remaining 1945-era calutron control room in Building 9204-3 as part of her Y-12 tour. Owens' memories were collected in a Y-12 oral history interview.

Owens was delighted to see what was inside the equipment; in 1945, she "watched meters and adjusted dials" without knowing what she was actually doing. She was one of a group of high school graduates hired and trained to do only what they were told without questioning and without discussion. Owens knew she was doing something vital to her nation and was helping win the war.

While "operational security" wasn't a phrase used in the 1940s, it is one Owens practices. Today, she is still hesitant to talk about the work she performed at Y-12.

If you or someone you know worked at Y-12 during the early years and would like to complete an oral history interview, please contact Jennifer Dixon (jen; 576-5715).

Y-12 Service Anniversaries

JANUARY

51 Years

Engineering: Clarence F. Needham Jr.

41 Years

Facilities, Infrastructure and Services:

Jerry L. Howard

30 Years

Applied Technologies: Michael T. Calfee

Facilities, Infrastructure and Services:

Terry A. Beach, Gary E. Mount, Jessie E. Salyers and Richard G. Ware

Manufacturing: Thomas S. Frankenberg

Quality Assurance: Donald F. McCarthy

Safeguards and Security: Richard Baylor Jr.

25 Years

Engineering: Karen E. Lott

Environment, Safety and Health:

Teresa L. Crawford and Louis W. McMahon

Facilities, Infrastructure and Services:

Hazel J. Arnwine, Robert W. Bryson,

Jerry M. Cruse, Eddie E. Culbertson Jr.,

Stephen W. Phipps and William D. Swicegood

Human Resources: Sherry P. Ketterer

Manufacturing: Terry L. Carmack,

Edward E. Carpenter, Marie Groves,

Jerry W. Hanna, Patricia W. Hart, Jack W. Moye,

David R. Peterson and Terry R. Shope

Planning and Integration:

Stephen V. Shelby

Quality Assurance: Mitchell A. Guinn and

Carol C. Hetzel

20 Years

Contracts and Special Initiatives:

Sandra G. Brown

Engineering: Dorothy G. Keck

Facilities, Infrastructure and Services:

Catherine E. Green

Information and Materials Division:

Marian L. Clinton

Manufacturing: Phillip H. Gheen

FEBRUARY

35 Years

Applied Technologies: James A. Seneker

Manufacturing: Sherman O. Bryant

Quality Assurance: Danny L. Bush, Cheryl Y. Ellis, Neal A. Hill and Gene A. Robinson

30 Years

Facilities, Infrastructure and Services: Conrad F. Cooper, Stephen L. Hargis and Edwin R. Willis

Information and Materials Division: Ronald F. Cox

Manufacturing: Jerry F. Mounger and Terry C. Tindell

Quality Assurance: William M. Stooksbury

Safeguards and Security: M. Don Trundle

Engineering: Ronald R. Uglow

Facilities, Infrastructure and Services:

Jerry T. Waterson and Richard E. Yeats

Manufacturing: Carolyn J. Blakely, Betty L.

Jones, Harry M. Martin, Terry R. Miller, Lonnie

G. Moon and Janet S. Ward

National Security Programs: Elias W. Whitfield III

Safeguards and Security: Rachel M. Hayes

Quality Assurance: Murrell R. Jones

20 Years

Environment, Safety and Health: Martha L. Lewis

Projects: Earl G. Hess Jr.

New faces for ES&H

Have you noticed anything different in the Environment, Safety and Health Division? As one of the few divisions with people who frequently interact with other employees, you're likely to come in contact with new faces.

Craig Ferguson was recently promoted to ES&H division manager. Previously, Ferguson had managed the Industrial Safety department and EUO restart and led several successful safety programs such as the behavior-based safety process (BEST) and Zero Accident Council. Some recent ES&H highlights since accepting his new position include the remarkable six million hours worked without a workday-away injury and the lowest occurrence of injuries in the last 14 years at Y-12. Ferguson will be the first to tell you that all of these accomplishments are a result of employees taking their jobs, their safety and their coworkers' safety very seriously.



Pictured from left to right are Ferguson, Tackaberry, Stevens, Cosby, Boston and Shissler.

Other new members of the ES&H team are: **Burt Tackaberry**, Behavior-Based Safety department manager; **Owen Stevens**, Environmental Compliance department manager; **Dr. Otis Cosby**, medical director; **VaNita Boston**, Waste Operations department manager and **Dr. Linda Shissler**, Human Reliability Program staff psychologist.

Whether it involves a trip to Occupational Health Services, a Fire Department response, Radiological Control support or a host of other ES&H services, these groups play an important role at Y-12 and are always available to provide the appropriate guidance and support. ES&H employs some of the most highly trained, qualified and professionally recognized employees in the DOE complex.

Beryllium study under way in Denver

Current and former Y-12 employees may have received a letter from the National Jewish Medical and Research Center in Denver, Colo., asking for participation in a medical research study to look at the relationship between genetic factors and development of beryllium sensitization and chronic beryllium disease.

The Y-12 study will focus on genetic markers in combination with exposure to determine if they explain why some people are at higher risk of developing beryllium sensitization or CBD.

This study is a joint effort between National Jewish Medical and Research Center and researchers at Oak Ridge Associated Universities. Participation is voluntary.

Participation is simple and fairly painless, involving only a blood test and a confidential interview. Employees who participate cannot divulge classified information. The study will involve both employees (or former employees) with no previous beryllium exposure and employees (or former employees) with previous beryllium exposure.

Debra Hurst of Occupational Health Services said, "This study is very important to our understanding of how beryllium affects employees' health and will help us to better protect current employees and future generations of beryllium workers."

Contact Hurst (2dh; 574-3897) or Dr. Otis Cosby (oto; 574-1572) for more information on the study.

Sometimes gadgets and security don't mix

We all appreciate technology that makes our lives a little easier. However, some electronic gadgets may make our lives more difficult at work because of the security risk posed by some new technology.

Cellular telephones are prohibited in Y-12-owned, -leased or -rented space unless they are issued by the government or BWXT Y-12. Non-government or non-BWXT issued cellular telephones must be secured in the owner's private vehicle within Y-12 parking areas and must be powered off at all times while within the Blue Line (229 boundary) of the Complex.

Personal digital assistants with voice recording devices, thumb drives and ink pens that can be used as data scanners are other prohibited devices at Y-12.

Please be mindful of these possible information threats and do not bring them with you to work. Employee awareness is vital to protecting our facilities, personnel and sensitive information. If you have any questions on prohibited articles, contact O.J. Sheppard at 574-1594.



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